

**Ali Cevik**

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From shepherd to  
software CEO

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**Value Based Management**



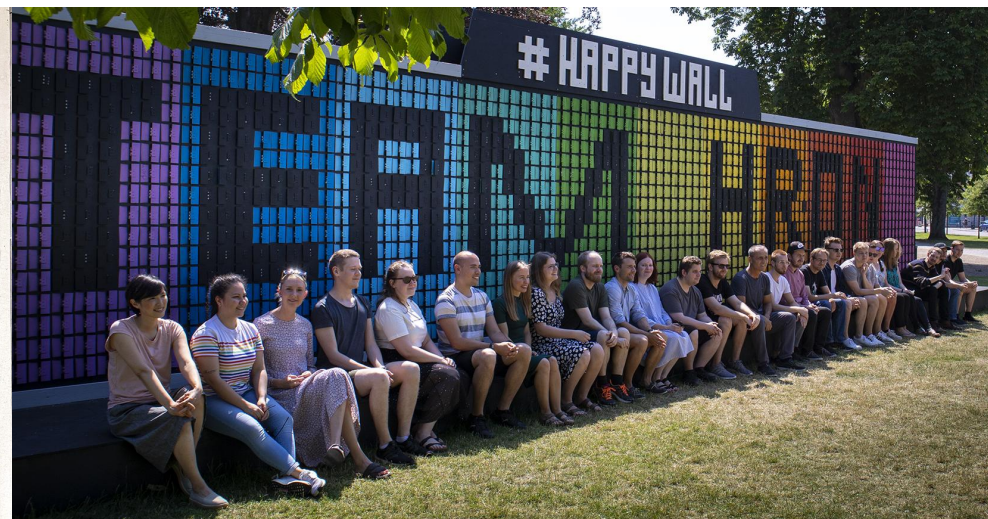
From Denmark With ❤️





**Ali Cevik**

Founder & CEO  
HR-ON



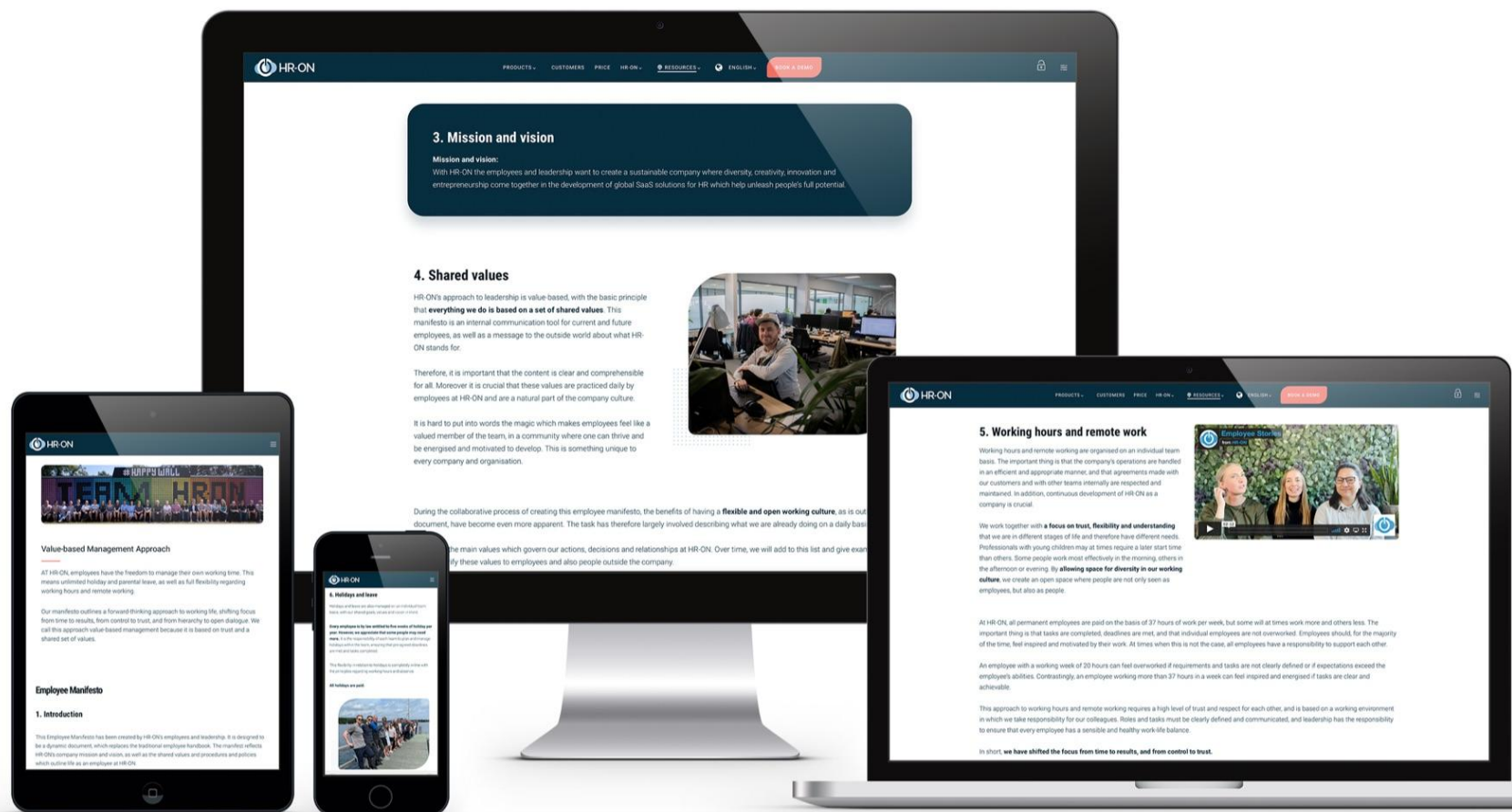
**BØRSEN.  
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# Employee Manifesto

- Work when you are ready
- Vacation when you need it
- Leave when you become a parent
- Stay home with your sick child
- Share in the company's economic success





Fyens.dk  
October 8 at 5:52 AM

- Eksempelvis har vi også medarbejdere, der har haft barnets 20. eller 30. sygedag, for vi kan ikke have en virksomhed, hvis folk ikke fungerer privat, siger Ali Cevik.

### FREMTIDENS FRIE ARBEJDSPLADSER

Erhvervspsykolog mener, at vi vil se flere nye former for arbejdspladser i fremtiden - Coronapandemien har sat fart på



FYENS.DK

Alle ansatte har fri arbejdstid og ferie: - Hvis man har brugt mere end fem ugers ferie, så holder man det

7.5K

472 Comments 331



Og når de får den frihed, kan de blive langt mere produktive, -



TV 2 Fyn  
October 8 at 9:51 AM

Hos den fynske virksomhed HR-On er der både frie arbejdstider, fri ferie med løn og fri barsel



TV2FYN.DK

Ansatte må selv bestemme over ferie, arbejdstid og barsel: - Det bliver en langt sjovere arbejdsplads | TV2 Fyn

617

74 Comments 41 Shares



# FRI

- ARBEJDSSTID
- FERIE
- UBEGRÆNSET BARSEL
- FRIT ANTAL BARNETS SYGEDAGE

21:47

SENESTE

er nu officielt Alexander Schallenberg. Han er netop blevet indsat af den øst

# Why do we need a manifesto?



## Our mission:

With HR-ON the employees and leadership want to create a sustainable company where diversity, creativity, innovation and entrepreneurship come together in the development of global SaaS solutions for HR which help unleash people's full potential.

## Our challenge:

Is this possible within a traditional framework?





# Measurement indicators



# Our approach

Series of workshops:

Why are we together?

What do we want to achieve?

How do we want to achieve it?

Ending up with the manifesto





# The answer: From control to trust and purpose

 ~~Control~~  
**Trust**

 ~~Time~~  
**Results**

 ~~Hierarchy~~  
**Dialogue**

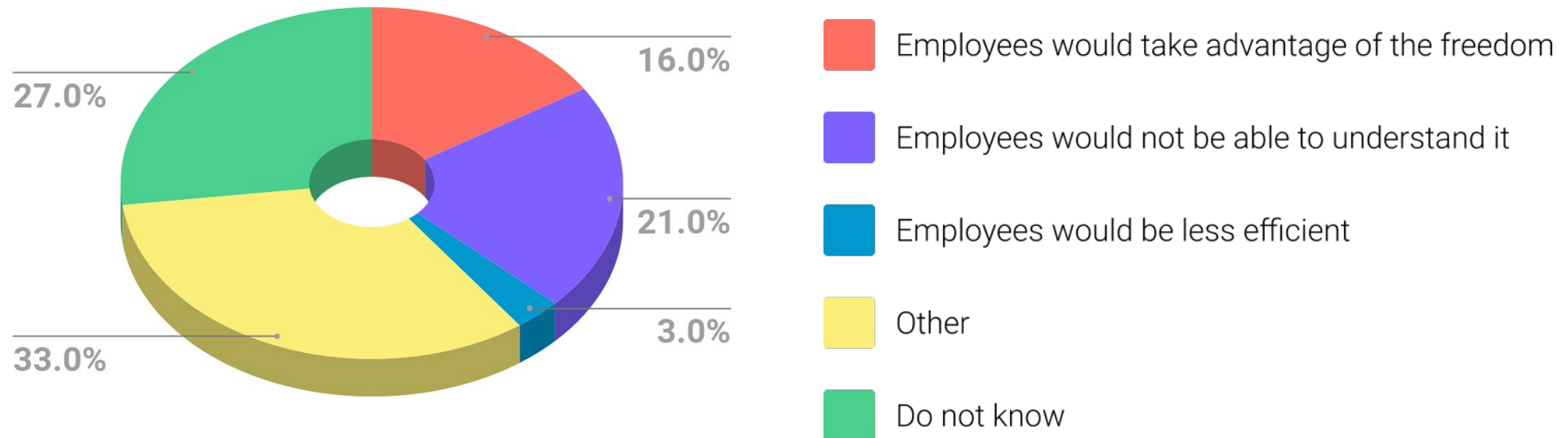
 ~~Rules~~  
**Values**

 ~~Duty~~  
**Meaning**

 ~~Order~~  
**Empowerment**

# Your responses and questions from the survey

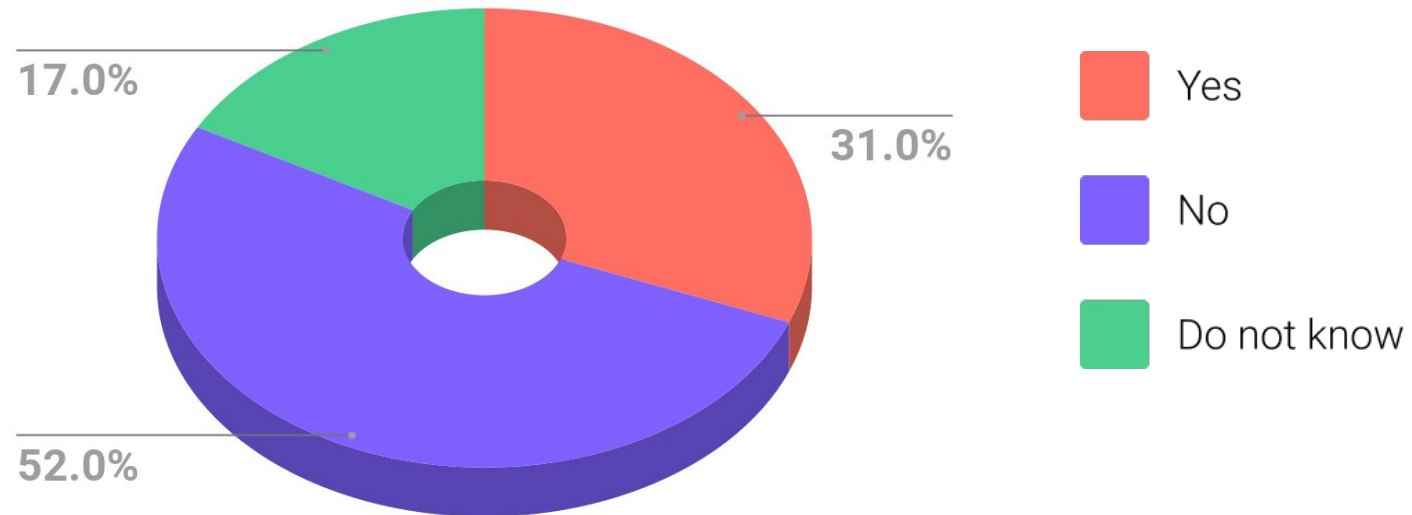
If we introduced something similar to HR-ON's employee manifesto to my organization, my biggest concern would be





# Your responses and questions from the survey

Could you imagine HR-ON's approach being applied in your organization in the near future?





## Most commonly asked questions

How will you know or control employees taking advantage?

How can employees manage this freedom?

How do you make sure that employees are effective?

How can you ensure that customers get the best service?

Is this model suitable for all types of employees?

Is management needed at all?

Is it profitable at all?





## To sum up

Genuine intent for the best for all

Break with habits

Trust and empower the employees

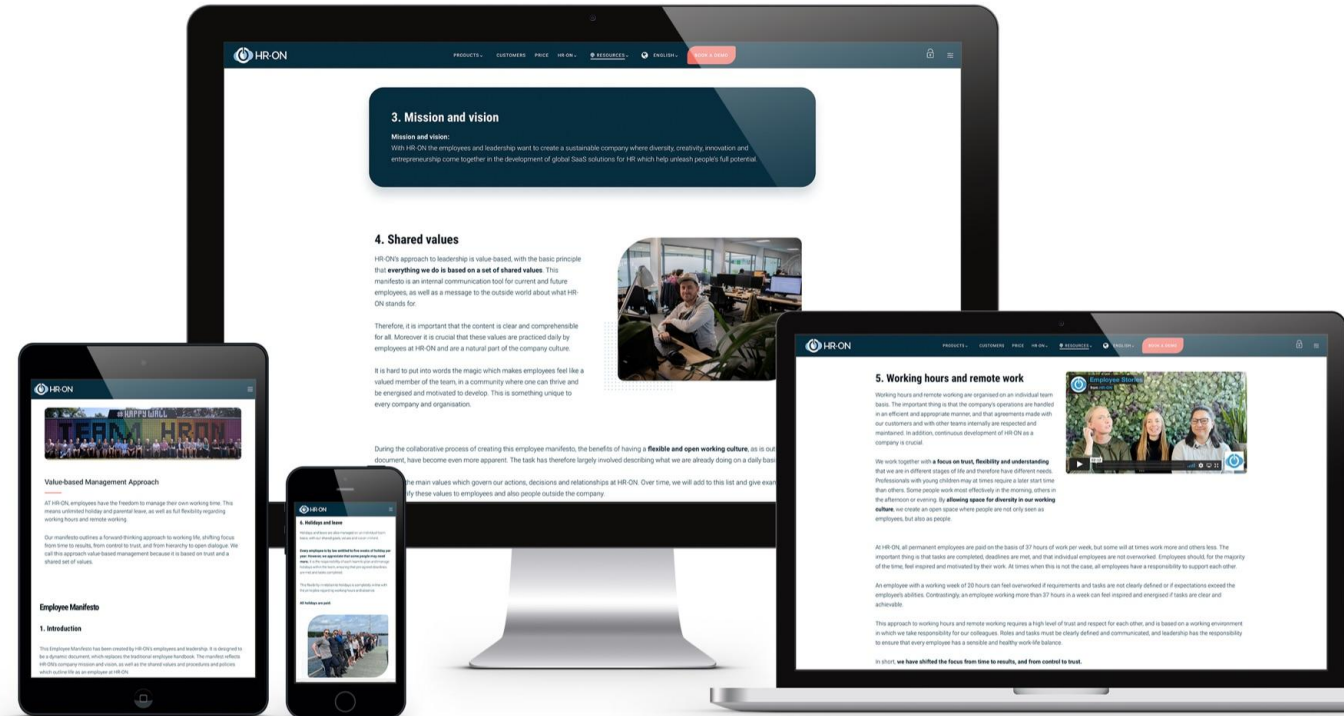
The only obstacle is our own mindset

And how is it related to the shepherd story?

# More information

Read the manifest and download the presentation from: **hr-on.com**

Visit our booth for a chat



From Denmark With 